#### The City of Clayton

#### **Community Equity Commission**

#### **Virtual Zoom Meeting**

March 11, 2021 at 5:30 PM

#### Minutes

The meeting was called to order at 5:35 pm.

#### Roll Call

<u>Present:</u> Laura Horwitz (Chair), Chris Schmiz, Yvonne Tisdel, Ben Uchitelle, Frances Pires, Stuart Berkowitz, Ted Wheeler, Dr. Sean Doherty (ex officio), Ellen Gale (ex officio), JoAnna Schooler (ex officio), and Laurie Anzilotti (ex officio)

<u>Additional</u>: Alderwoman Joanne Boulton, Alderwoman Susan Buse, City Manager David Gipson, and Assistant to the City Manager Andrea Muskopf

#### **Minutes**

Ben Uchitelle moved to approve the February 11, 2021 minutes. Yvonne Tisdel seconded the motion. All were in favor.

#### **Welcome of New Commission Member**

The Commission welcomed its newest member, Ted Wheeler.

#### **Discussion on 2021 Commission Priorities**

The Commission discussed upcoming priorities agreed to the following.

- 1. Engagement Plan for Suspicious Activity and related topics
- 2. Inviting a speaker from Webster Groves as well as Molly Metzger to a future meeting to discussing housing
- 3. Discuss the white paper on housing drafted by Dr. Sean Doherty and Yvonne Tisdel The Commission discussed what and how the Commission will measure success as well as possible ways to collaborate with partners and create a broader reach for communications.

The Communications Subcommittee will facilitate the discussion on an engagement plan at the April 8, 2021 meeting.

#### **Annual Report**

Yvonne Tisdel presented the Commission with the Annual Report. The Communications Subcommittee will be presenting the Annual Report to the Board of Aldermen on March 23, 2021 during the Discussion Session.

#### **Old Business**

#### Public Comments from February 11, 2021

City Manager Gipson reviewed the public comments from the February 11 meeting.

#### Mayor's Commemorative Landscape Task Force (Task Force)

Chris Schmiz shared that the Task Force is finalizing the evaluation criteria and hope to bring the proposals to the Commission for input in April.

#### **Subcommittee Reports**

#### **Communications Subcommittee**

Yvonne Tisdel provided an update on the heritage calendar. She also provided an update on the joint meeting between the Communications Subcommittee, Alderwoman Boulton, and Mayor Harris regarding the Mission Statement language. The updated language is as follows.

#### Original/Current

The mission of Clayton city government is to foster a vital, balanced community composed of outstanding neighborhoods, quality businesses, commercial and government centers, premier educational institutions and a healthy natural environment through open, accessible and fiscally responsible government.

## CCEC revision to current statement to include "diverse and inclusive" & "equitable"

The mission of Clayton city government is to foster a vital, balanced, diverse and inclusive community composed of outstanding neighborhoods, quality businesses, commercial and government centers, premier educational institutions and a healthy natural environment through an open, equitable, accessible and fiscally responsible government.

#### **New, Proposed Revision**

The mission of Clayton city government is to foster a diverse and inclusive community with a vital balance of neighborhoods, businesses, commercial and government centers, educational institutions and a healthy natural environment through an open, equitable, accessible and fiscally responsible government.

Ben Uchitelle motioned to the Commission recommend the Board of Aldermen adopt the new, proposed revision to the City's Mission Statement. Yvonne Tisdel seconded the motion. All were in favor.

The Board will be reviewing the recommendation during their Strategic Discussion Session on Friday, March 19 and will consider the resolution to revise the Mission Statement during the regular meeting on Tuesday, March 23.

#### Law Enforcement Subcommittee

Stuart Berkowitz shared that the Subcommittee met with Chief Smith for an update on the traffic stop data.

#### **Public Comment**

Kathleen Gund inquired about the Internal Equity Audit. City Manager Gipson shared that this is a priority for the City and staff is working to compile and gather information to present to the Board of Aldermen and Community Equity Commission throughout the months of April and May.

Peter Smith shared his perspective on the City's Mission Statement update.

Jena Schaumburg thanked the Commission for its work shared her excitement to hear about the housing work.

#### **Next Meeting Date**

The next meeting is scheduled for April 8 at 5:30 pm.

#### **Adjourn**

Having no other business, the meeting adjourned at 7:03 pm.

## **Topic Categories**

Mission & Mechanics	Responses
Clarify Recommendation Process	1
Meaning of Diversity & Inclusion in Clayton	2
Develop Commission's Capacity	1
Develop 3-Year Plan	1
Total Responses	5
Education & Engagement	
Reducing/Stopping Suspicious Activity Calls	1
Community Education	2
Community Engagement	2
Total Responses	5
Special Initiatives	
Neighborhood Indentures	1
Housing	2
Supplier Diversity	1
Total Responses	4
Welcoming & Diversity	
Create a Sense of Belonging	1
Pathways to Increase Diversity	1
Find Ways to Become More Welcoming	1
Total Responses	3
Develop Partnerships	
Partner w/ School District	1
Partner w/ Chamber	2
Total Responses	3
Law Enforcement	
Monitor & Collaborate w/ Law Enforcement	1
Total Responses	1

#### **Community Equity Commission Survey Results**

There was a total of 9 responses for the survey. Responses are included in the footnotes.

# Please identify the top three priority areas of focus to set the Commission's direction for 2021.

Topic	Mentions
Clarify Recommendation Process <sup>1</sup>	1
Reducing/Stopping "Suspicious" Activity Calls <sup>2</sup>	1
Partner with Chamber of Commerce <sup>3, 4</sup>	2
Partner with School District of Clayton <sup>4</sup>	1
Neighborhood Indentures <sup>5</sup>	1
Community Education <sup>6</sup>	2
Meaning of Diversity and Inclusion in Clayton <sup>7, 8</sup>	2
Monitor and Collaborate with Law Enforcement <sup>9</sup>	1
Create a Sense of Belonging <sup>10</sup>	1
Develop Commission's Capacity <sup>11</sup>	1
Determine How to Create Pathways for Increasing Population Diversity <sup>12</sup>	1
Focus on Ways to Become More Welcoming to People of Color <sup>13</sup>	1
Housing	2
Community Engagement <sup>14</sup>	2
Develop 3-year Plan with Measurable Goals	1
Supplier Diversity	1

<sup>&</sup>lt;sup>1</sup>Further clarify the process to follow to take recommendations to the BOA, document the process, and put in handbook for current and future Commissioners.

<sup>&</sup>lt;sup>2</sup>Ongoing work on reducing/stopping 'suspicious' activity calls, which are racially based.

<sup>&</sup>lt;sup>3</sup>Work with Ellen Gale to make Clayton businesses more informed about bias, etc.

<sup>&</sup>lt;sup>4</sup>Working with the business community and the school district on the vital importance of equity, diversity, and inclusion in all their activities.

<sup>&</sup>lt;sup>5</sup>Helping all our Subdivisions eliminate any racial residential restrictions in their indentures.

<sup>&</sup>lt;sup>6</sup>Communication with the Clayton community and the Region on equity problems and solutions.

<sup>&</sup>lt;sup>7</sup>Create ways to open dialogue about what it means to increase diversity, inclusion and equity.

<sup>&</sup>lt;sup>8</sup>Develop plan to shift perspective that diversity and inclusion is solely about attracting affluent people of color to live in Clayton.

<sup>&</sup>lt;sup>9</sup>Continue monitoring and collaborating with law enforcement concerning the equity issues identified last year. This includes suspicious dispatch calls, traffic stops, excessive force policies and the municipal court.

<sup>&</sup>lt;sup>10</sup>Creating a sense of belonging within the City of Clayton where all citizens and individuals who work in or visit the community feel seen and valued.

<sup>&</sup>lt;sup>11</sup>Continue to the develop the capacity of the Commission to lead substantive change. <sup>12</sup>Determine how the City can create pathways for increasing the diversity of its population.

<sup>&</sup>lt;sup>13</sup>Increase focus on ways to make Clayton attractive and welcoming to people of color of all socioeconomic backgrounds.

<sup>&</sup>lt;sup>14</sup>Community engagement through events and programs

#### How well do you feel the Commission has engaged with the community?

Topic	Mentions
Excellent <sup>1, 9</sup>	2
Marginally Due to Pandemic <sup>2, 5, 7, 8</sup>	4
Good Start, Much More to Do <sup>3, 6</sup>	2
Slow Start Due to Learning Process and Procedures <sup>4, 8</sup>	2
Open and Welcoming Meeting Format, More to Improve <sup>10</sup>	1

<sup>&</sup>lt;sup>1</sup> I think the Commission has done an excellent job.

<sup>&</sup>lt;sup>2</sup> Marginally, but it is COVID so it makes it hard to offer events, be present at fairs, etc.

<sup>&</sup>lt;sup>3</sup> We've made a good start but much more to go.

<sup>&</sup>lt;sup>4</sup> This first year we were working out procedural issues as to communicating with the community. As a result, we were slow to respond to DEI issues about Clayton raised in the Metro area — specifically the release of the study on suspicious person calls.

<sup>&</sup>lt;sup>5</sup> I think the Commission could do a better job, but COVID has presented challenges with this effort.

<sup>&</sup>lt;sup>6</sup> The Communications Subcommittee has done a good job to start the process. Now we have to broadcast the message beyond the City of Clayton media apparatus.

<sup>&</sup>lt;sup>7</sup> We have been limited by the pandemic and the need to understand how we can operate as a commission.

<sup>&</sup>lt;sup>8</sup> We are now figuring out how to execute on our subcommittees, especially the subcommittee on communications. We need to continue our efforts and communicate in ways that lead others to follow along with us.

<sup>&</sup>lt;sup>9</sup> I would rate us A+. Starting at ground zero while adjusting to the pandemic, I am awed by how we are growing into a force for good.

<sup>&</sup>lt;sup>10</sup> I believe the commission has worked to develop an open and welcoming meeting format where community members are able to bring their voices to the table. I hope (when possible) the Commission will be able to have more concerted efforts for engaging the community - hearing stories, creating a space for dialogue and developing a deeper sense of what the community needs.

#### How do you think we can better engage the community?

Topic	Mentions
Events and Activities <sup>1, 5, 12</sup>	3
Programs <sup>5</sup>	1
Increase Communication <sup>2, 3, 8</sup>	3
Community Engagement <sup>4</sup>	1
Utilize Schools <sup>6</sup>	1
Engage Younger People <sup>7</sup>	1
Stay on Track <sup>9</sup>	1
Focus Groups <sup>10</sup>	1
Community Affinity Groups <sup>11</sup>	1

<sup>&</sup>lt;sup>1</sup> Other than having a lot of programs and activities, what else can the commission do? Be careful not to become an activity planning group than an advisory group recommending real changes that bring about equity, inclusion, and diversity.

<sup>&</sup>lt;sup>2</sup> Be everywhere with messages that raise awareness and inform. Art Fair, summer night concerts,

<sup>&</sup>lt;sup>3</sup> Constant use of our various communication mediums to engage and inform our community on the importance of the work of the CEC.

<sup>&</sup>lt;sup>4</sup> Hopefully as we emerge from quarantine, we will be able to engage in neighborhood activities, perhaps working with the city and various neighborhood associations to have a presence at social events, etc., to build awareness of CEC throughout the Clayton Community.

<sup>&</sup>lt;sup>5</sup> Present educational events, programs, and discussions for the community.

<sup>&</sup>lt;sup>6</sup> Perhaps utilizing the schools.

<sup>&</sup>lt;sup>7</sup> Engage younger persons from our community to spread the word.

<sup>&</sup>lt;sup>8</sup> Continue our efforts and communicate about them.

<sup>&</sup>lt;sup>9</sup> My suggestion is to stay on the track we are on. Learn and work hard.

<sup>&</sup>lt;sup>10</sup> Focus groups

<sup>&</sup>lt;sup>11</sup> Community affinity groups

<sup>&</sup>lt;sup>12</sup> Events to educate the community about the importance of this work.

# How well do you feel the Commission has served as a conduit to citizen voices on diversity, equity, and inclusion?

Topic	Mentions
Excellent/Great <sup>1, 7, 8</sup>	3
Reasonably Well/Decent <sup>2, 3</sup>	2
Good <sup>4, 5, 6</sup>	3

<sup>&</sup>lt;sup>1</sup>Excellent job of listening to the community.

<sup>&</sup>lt;sup>2</sup>Reasonably well in light of the fact we are only in our first year. More efforts needed of course.

<sup>&</sup>lt;sup>3</sup>I think we have done a decent job of making sure all citizen voices that have been raised at our meetings have been listened to. However, I don't think there is a broad awareness that CEC exists at this point so few citizens realize there is a channel to raise their voices.

<sup>&</sup>lt;sup>4</sup>I think interested citizens have participated, but there are probably others that do not know about the commission.

<sup>&</sup>lt;sup>5</sup>it has been a good start.

<sup>&</sup>lt;sup>6</sup>I believe that we've done fairly well and we need to focus on ways to facilitate forums for open dialogue on diversity, equity and inclusion.

<sup>&</sup>lt;sup>7</sup>Again an A+.

<sup>&</sup>lt;sup>8</sup>Again, I feel the Commission has done a great job of having community voices in the meetings. It will be important for the Commission to consider opportunities to bring together divergent views and perspectives of citizen voices. The Commission needs to think about how to engage those members of the community who do NOT feel change is needed in our City.

# Are there ways that you or your organization can help the Commission improve on its work?

Topic	Mentions
Outreach and Communications <sup>1, 2, 6, 7</sup>	4
Co-Host Event and Programs <sup>2,5</sup>	2
Education <sup>3, 4, 8</sup>	3

<sup>&</sup>lt;sup>1</sup>We can work with religious congregations within Clayton in our work. We can think how the Clayton community can make reparations for Clayton Missionary Baptist's Church expulsion from what is now downtown Clayton. I am in contact with their pastor.

<sup>&</sup>lt;sup>2</sup>Yes. The Chamber is happy to co- host events, programs and conduct educational outreach with the business community.

<sup>&</sup>lt;sup>3</sup>Ensure the commission is aware of educational opportunities that are available through my organization. Once we know better what priorities the commission will tackle, we will be willing to explore other ways we can be helpful.

<sup>&</sup>lt;sup>4</sup>Commission members participate in the District's 14-day equity challenge.

<sup>&</sup>lt;sup>5</sup>Collaborate on holding community forums.

<sup>&</sup>lt;sup>6</sup>Provide opportunities for youth to contribute to the changes we need to make in the City.

<sup>&</sup>lt;sup>7</sup>Give them voice.

<sup>&</sup>lt;sup>8</sup>Learning Resources

# CLAYTON COMMUNITY EQUITY COMMISSION

2020 ANNUAL REPORT

## **Overview**

The Clayton Community Equity Commission was established by Bill No. 6759 to provide the Mayor and Board of Aldermen with an additional resource as well as special insight and guidance on matters of equity, diversity, and inclusion. CEC held it is first meeting (face-to-face) on March 9, 2020 at the Clayton Municipal Court Room, 10, S. Brentwood Blvd, Clayton, MO 63105.

COVID hit but without ceasing CEC went virtual for all other meetings in 2020. Additionally, not letting COVID get in the way of this highly motivated diverse team of committed civil rights advocates met one-on-one and in small groups and in subcommittees getting to know each other and strategizing and developing plans to achieve their duties and responsibilities.

It should be noted that during the CEC forming, there was an ongoing wave of protest because of systemic racism towards black people which was partly facilitated by the nationwide Black Live Matter movement. Then after the killing of George Floyd by Minneapolis police officers on May 25, 2020, civil unrest broke out and quickly spread nationwide touching Clayton and the surrounding St Louis areas. These incidents prompted and steered CEC to immediately change course to ensure the Clayton did not have such issues as discrimination in criminal justice, employment, housing, health care and education among other issues. In this first annual report, you will find that CEC boldly attacked these issues within the scope of their roles and duties listed below:

- 1. Promote community awareness and education on the value of diversity to the community;
- 2. Promote equity on the basis of economic status, race, color, religion, gender national origin, ancestry, marital status, lawful source of income, physical or mental disability familial status, sexual orientation, and gender identity;
- 3. Evaluate and develop actionable equity recommendations to be used to examine and strengthen policies, practices, services, and

- programs, which will establish the Commission as a community resource and regional leader;
- 4. Promote responsiveness of government to concerns of all minority groups and others that may be subject to bias or discrimination in the community; and
- 5. Encourage the creation and continuation of community equity, diversity and inclusion awareness efforts, programs, and activities that are available and accessible to all community members.

2020 was a successful year for CEC working on behalf of the Clayton community towards promoting equity, diversity, and inclusion as reflected in this report.

## **Accomplishments**

- Developed a web presence: A web presence was essential to: (1) provide transparency, (2) aid in educating and developing culturally intelligent citizens and (3) provide easy access to all CEC information. (Example: 260 views in a 42-day period)
- Researched and Developed Heritage Calendar: Researched, developed, and implemented a heritage calendar for the purpose of providing cultural awareness and appreciation and in celebration of people who have struggled for equality and inclusion. This calendar recognizes those month-long observance designated by Presidential proclamation and Executive Order.
- Implemented Reflection Tradition: Established a tradition where from time-to-time CEC would have an appropriate reflection to consciously give consideration and appreciation for individuals who greatly contributed to equity and inclusion. These reflections also help keep CEC members to stay motivated and uplifted to take the actions to bring about positive change in equity, diversity, and inclusion. (Example of individuals recognized: John Lewis, CT Vivian, Ruth Bader Ginsburg, Herman J. Geiger, and Dr King)

- Law Enforcement Study Policy and Recommendation: CEC extensively studied law enforcement areas focusing on inherent bias. The study consisted of eight areas. (Examples: Mutual Aid Agreement, Suspicious Calls, Use of Force, Traffic Stops, Municipal Court, Body Cameras, Fire department and Resource Officers)
- Suspicious Call Communication Plan: Purpose to curb unwanted suspicious person calls, building awareness and empathy among the Clayton community. The plan consisted of multiple channels and messaging, with the goal of reducing unwanted suspicious calls over a 12-month period. (Example: The data showed there is consistent racial disparity in the calls with African Americans 50% more likely to be the subject described)
- Mission Statement Revision Recommendation: Requested that the words "diverse", "inclusive" and "equitable" be inserted into the City's mission statement.
- Mayor's Commemorative Landscape Task Force: CEC is a partner with the task force to address community concerns that some commemorative landscape items glorify racist or oppressive ideals. The work of the task force is pro-active in that there has been many demonstrations and the public backlash has widened for the removal of confederate monuments, institutional symbols, including place names, namesakes, and brands. (Examples of Removals: Robert E. Lee monument in Charlottesville, VA and New Orleans and the Confederate Monument in St Louis)
- CEC Survey: Valuing the input of Clayton citizens a survey was developed and posted to accomplish a two-fold goal: (1) To gather indepth insights on what improvements, if any, can be made to improve equity, diversity, and inclusion for the Clayton community (2) To request input for the revision to Clayton's mission statement. (Example: 60 responded to Mission Statement changes with 86.67% agree, 6.6% Neutral and 6.67% disagree)

- Public Comments Assessment: CEC tracked and assessed public comments to diagnose current thinking of the community while using information in developing future strategic actions coupled with feedback comments from CEC survey. (Example: Over 10-month period 14 public comments were provided and 30 comments in the survey)
- Neighborhood Indentures Review: Requested Clayton communities review their indentures and make changes if they have restrictions which violate Missouri housing practices.
- Hosted Educational Presentations: Hosted six educational sessions provided by subject matter experts to (1) deepen CEC's and the community cultural self- awareness and (2) increase knowledge and understanding on areas CEC would study related to equity, diversity, and inclusion. (Examples: History of the Region, History of Clayton, Law Enforcement, Best practice of Tacoma and Madison, Basic Diversity terms and Housing)
- Attended and Participated in local diversity events: CEC has participated and attended events, celebrations, seminars provided from external organizations. (Example: Webster University, History Museum diversity events)

### **Summary**

As reported by Major Cities Chief Association Report (October 2020), in 2020 there was an unprecedented wave of protests and civil unrest that flowed across the U.S. and Canada. In total, there were 8,700 protests that took place in most major cities between May 25th and July 31st, 2020. While most of these protests were peaceful, a large portion did include non-violent acts of civil disobedience such as the takeover of a roadway or disruption of commerce. Not exempt, civil unrest hit home with St Louis experiencing a significant amount. CEC believes protest will continue as long as there is widespread systemic racism, but CEC has hope that change can and will occur. On January 20, 2021, the U.S. has a new President who has committed to heal the wounded and divided nation.

CEC welcome this new focus and locally will continue to carry out its duties and responsibilities to help make the Clayton community a role model city for equity, diversity, and inclusion.

Note: For additional information related to this report please go to: www.claytonmo.gov/government/boards-and-commissions/community-equity-commission

#### **Clayton Mission Statement Update**

#### Original/Current

The mission of Clayton city government is to foster a vital, balanced community composed of outstanding neighborhoods, quality businesses, commercial and government centers, premier educational institutions and a healthy natural environment through open, accessible and fiscally responsible government.

CCEC revision to current statement to include "diverse and inclusive" & "equitable"

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